



**Tamaya Dennard**  
*Councilmember*

## MOTION

WE MOVE for a Zero Tolerance policy for all City of Cincinnati employees or contractor/vendor while doing business with the City of Cincinnati in the case of any incident that involves the general public and a City of Cincinnati employee or contractor/vendor using a racial, religious, cultural or otherwise bigoted slur. Violation of this policy will lead to immediate termination of employment or termination of contract.

In cases where City of Cincinnati employees use racial, religious, cultural or otherwise bigoted slurs towards each other, the incident will be referred to Human Resources and City Administration and subject to the penalties as outlined in Administrative Regulation 25 ("AR25").

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## STATEMENT

There is substantial agreement that transcend any one racial group that Black people and White people are treated differently by the government, especially in the case of police procedures and practices. Statistics back up said sentiment. More than 240 years of slavery and 90 years of legal segregation in the United States have created a legacy of racialized policing. Statistics prove that Black people are stopped by police at higher rates than White people. For hundreds of years, Black people were lynched in the presence of or with the complicity of law enforcement in this country. There is a history between the Black community and law enforcement that must be acknowledged.

Despite police reform, those feelings of distrust have remained due to the number of shootings of unarmed Black people and the ability to mistreat Black, Brown and low-income communities with little to no recourse.

Treating all people with dignity and respect is an obligation of City of Cincinnati employees, not an option. Our policies and procedures need to reflect that obligation. That treatment is not only the morally right thing to do, it's in our best interest.